

*NOTE: Colorado school districts are required by law to adopt a policy on this subject and the law contains some specific direction as to the content or language. This sample contains the content/language that CASB believes best meets the intent of the law. However, the district should consult with its own legal counsel to determine appropriate language that meets local circumstances and needs.*

## **Open Hiring/Equal Employment Opportunity**

The Board subscribes to the principles of the dignity of all people and of their labors. It also recognizes that it is both culturally and educationally sound to have persons of diverse backgrounds on the school district's staff.

Therefore, the district shall promote and provide for equal opportunity in recruitment, selection, promotion and dismissal of all personnel. Commitment on the part of the district towards equal employment opportunity shall apply to all people without regard to race, color, creed, sex, sexual orientation (which includes transgender and gender identity) religion, national origin, ancestry, age, genetic information, marital status disability, or conditions related to pregnancy or childbirth.

The district shall ensure that it does not unlawfully discriminate in any area of employment including job advertising, pre-employment requirements, recruitment, compensation, fringe benefits, job classifications, promotion and termination.

Adopted: Prior to 1987

Revised: September 1987, October 1992, November 2007, December 2012,  
October 2017

LEGAL REFS.: 20 U.S.C. §1681 (*Title IX of the Education Amendments of 1972*)  
29 U.S.C. §201 *et seq.* (*Fair Labor Standards Act*)  
29 U.S.C. §621 *et seq.* (*Age Discrimination in Employment Act of 1967*)  
29 U.S.C. §794 (*Section 504 of the Rehabilitation Act of 1973*)  
42 U.S.C. §12101 *et seq.* (*Title II of the Americans with Disabilities Act*)  
42 U.S.C. §2000d (*Title VI of the Civil Rights Act of 1964*)  
42 U.S.C. §2000e (*Title VII of the Civil Rights Act of 1964*)  
42 U.S.C. §2000ff *et seq.* (*Genetic Information Nondiscrimination Act of 2008*)  
C.R.S. 2-4-401 (13.5) (*definition of sexual orientation, which includes transgender*)  
C.R.S. 22-32-110 (1)(k)  
C.R.S. 22-61-101 (*discrimination in employment prohibited*)  
C.R.S. 24-34-301 *et seq.* (*Colorado Civil Rights Division procedures*)  
C.R.S. 24-34-301 (7) (*definition of sexual orientation, which includes transgender*)  
C.R.S. 24-34-402 *et seq.* (*discriminatory or unfair employment practices*)  
C.R.S. 24-34-402.3 (*discrimination based on pregnancy, childbirth or related conditions; notice of right to be free from such discrimination must be posted "in a conspicuous place" accessible to employees*)

CROSS REFS.: AC, Nondiscrimination/Equal Opportunity  
GBAA, Sexual Harassment

*NOTE: State law defines "sexual orientation" as "a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or another person's perception thereof." C.R.S 24-34-301 (7).*

Dolores School District RE-4A, Dolores, Colorado